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Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations: financing of the United Nations peacekeeping operations

Support account for peacekeeping operations

Report of the Secretary-General

Summary

The present report is submitted pursuant to General Assembly resolution 52/248 of 26 June 1998.

The General Assembly in its resolution 51/239 A of 17 June 1997 authorized an amount of $32,426,500 for the period from 1 July 1997 to 30 June 1998. Expenditures amounted to $28,560,700, resulting in an unutilized balance of $3,865,800. The unutilized balance is largely the result of savings in staff costs.

The action to be taken by the General Assembly, as set out in paragraph 21 of the present report, is a decision to apply the unencumbered balance of $3,865,800 for the 12-month period ended 30 June 1998 to the support account requirements for the period 1 July 1999 to 30 June 2000.

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I. Introduction

1. This report is submitted pursuant to General Assembly resolution 52/248 of 26 June 1998.

2. The performance report provides information on the use of support account resources for the 12-month period from 1 July 1997 to 30 June 1998.

II. Description of major activities during the period from 1 July 1997 to 30 June 1998

3. During the period from 1 July 1997 to 30 June 1998, the Department of Peacekeeping Operations and the Peacekeeping Financing Division, together with other involved units of the Department of Management and other departments and offices that had been provided with support account resources, as foreseen, provided backstopping for 13 active peacekeeping operations funded under the ad hoc peacekeeping scale of assessments,[1] with a total budget level of some $911 million, inclusive of absorption of the cost of the United Nations Logistics Base at Brindisi, Italy, excluding the cost of the support account for peacekeeping operations. Backstopping of completed and closed missions also continued.

4. During the same period, the General Assembly also approved and the Secretariat began implementing a number of new initiatives.

5. With regard to death and disability, in section II of its resolution 51/218 E of 17 June 1998, the General Assembly approved a new system of self insurance; established uniform and standardized rates for the payment of awards in cases of death and disability sustained by troops in the service of the United Nations peacekeeping operations; and decided that the new rates would apply to cases after 30 June 1997. Pursuant to a request contained in the same resolution, the Secretary-General subsequently submitted a report containing detailed implementation proposals, including administrative and payment arrangements and procedures for the new system. The General Assembly, by its resolution 52/177 of 18 December 1997, authorized implementation of these arrangements and procedures, which the Secretariat proceeded to carry out immediately.

6. At the same time, the General Assembly by its resolution 51/239 A of 17 June 1997, provided $158,500 in general temporary assistance funds to the Department of Peacekeeping Operations to deal with the claims backlog in connection with the processing under the old system of death and disability claims for incidents occurring before 30 June 1997, and asked for the submission of quarterly reports. By the end of the period under review, the Secretariat had issued three progress reports which indicated substantial improvement in the processing of the backlog identified of 564 cases as at 19 May 1997 as well as of new claims submitted after that date under the old regime. As a result, it was not necessary for the Secretariat to request continuation of the general temporary assistance resources that had been provided for the period beyond 30 June 1998.

7. With regard to the reform of procedures for determining contingent-owned equipment, pursuant to the request contained in section I of General Assembly resolution 51/218 E, the Secretary-General submitted a revised model contribution agreement on 27 August 1997 (see A/51/967 and Corr.1 and 2). The Assembly subsequently deferred action on the matter to its fifty-second, and then to its fifty-third session.

8. In the interim, the Phase IV Working Group on Reimbursement of Contingent-owned Equipment met and its report was issued in document A/C.5/52/39. The Secretary-General's

report on the first full year of implementation of the reformed procedures for determining reimbursement to Member States for contingent-owned equipment was also issued (A/53/465). Consideration and action on these two reports by the Advisory Committee and by the General Assembly is anticipated during the fifty-third session.

9. Pursuant to section IV of General Assembly resolution 51/218 E, the Secretariat implemented cessation of the mission subsistence allowance supplement paid to senior officials.

10. Pursuant to section V of General Assembly resolution 51/218 E, on review of rates of reimbursement to troop-contributing countries, work on a new survey commenced during the period under review. A report on the results of this survey will be submitted during 1999.

11. During the period, support account-funded staffing resources were provided for the first time for the Lessons Learned Unit in the Department of Peacekeeping Operations at Headquarters following establishment of the lessons learned function pursuant to General Assembly resolution 51/239 B of 15 September 1997.

12. In section II of its resolution 52/1 A of 15 October 1997, the General Assembly endorsed development and implementation of the Field Assets Control System to improve the management of peacekeeping assets. Implementation commenced immediately and it is projected that by the end of 1999 the Control System will have been installed and be in general use in all of the peacekeeping operations.

13. Following adoption, in General Assembly resolution 52/1 B of 26 June 1998 of the resourcing policy proposed in section VIII, paragraphs 17 to 20 of the Secretary-General's report on the financing of the United Nations Logistics Base at Brindisi (A/51/905), the Secretariat began first-time implementation by including in subsequent liquidation budgets of missions about to be completed, provision for the cost of repair, refurbishment and preservation, equal to 30 per cent of total depreciated value of equipment to be transferred to the Logistics Base.

14. By its resolution 52/247 of 26 June 1998, the General Assembly endorsed the proposals submitted by the Secretary-General in his report of 21 May 1997 (A/51/903) and the recommendations of the Advisory Committee in its related report on third-party claims (A/52/410). As requested by the Assembly, the Secretariat commenced implementation of the resolution.

15. Pursuant to General Assembly resolutions 51/243 of 15 September 1997 and 52/220 of 22 December 1997, the Secretary-General submitted proposals for the phase-out of all gratis personnel in the Department of Peacekeeping Operations at Headquarters, including their replacement through additional support account-funded posts in the context of his support account budget proposals for the period 1 July 1998 to 30 June 1999 (A/52/837 and Corr.1). Concomitantly, requests for new support account posts for the Department of Peacekeeping Operations for the rapidly deployable mission headquarters and for strengthening of the civilian police function were also submitted in the context of the Secretary-General's support account budget proposals for the period 1 July 1998 to 30 June 1999.

16. In April 1998, the Secretariat commenced work on two initiatives. The first was on revising the content, format and presentation of the Secretary-General's reports on the financing of peacekeeping operations (performance reports, budget estimates, disposal of assets etc.), with a view to improving the quality and timeliness of the submission of reports. The second, which was intimately linked with the first, was the conduct of a formal review of the modalities and procedures that had been established and the respective functions performed by the Peacekeeping Financing Division, the Field Administration and Logistics

Division of the Department of Peacekeeping Operations at Headquarters and by the administrations of the individual peacekeeping operations with a view to ensuring that there was no overlap, especially in terms of the budget process. In the course of carrying out these two exercises, the Secretariat took full account of the observations and recommendations of the Advisory Committee on the two subjects in its general report on the financing of peacekeeping operations (A/52/860).

17. The results of the Secretariat's efforts can be assessed when the Advisory Committee and the Fifth Committee consider, during the resumed fifty-third session of the General Assembly early in 1999, the Secretary-General's performance reports for the 12-month period 1 July 1997 to 30 June 1998 and the budget estimates for the period 1 July 1999 to 30 June 2000 on the individual peacekeeping operations in their revised format and presentation, as well as the Secretary-General's proposed budget for the period 1 July 1999 to 30 June 2000 for the support account for peacekeeping operations.

III. Financial performance report for the period from 1 July 1997 to 30 June 1998

18. In its resolution 51/239 A of 17 June 1997, the General Assembly approved, for the period from 1 July 1997 to 30 June 1998, support account resources amounting to $32,426,500 for post (a total staffing establishment of 346 posts) and non-post requirements. A 5 per cent vacancy turnover factor was applied on all posts. However, the actual average vacancy rate experienced during the period was 8.8 per cent.

19. The table below provides summary information on the use of the support account resources by main object of expenditure during the period from 1 July 1997 to 30 June 1998. A breakdown of expenditures by office/department is provided in annex I. Supplementary information on non-post expenditures is provided in annex II. Information on the number of posts authorized and the vacancy situation is provided in annex III.

20. As shown in the table below, total expenditures for the period amounted to $28,560,700, resulting in an unutilized balance of $3,865,800. The unutilized balance was largely the result of savings under staff costs arising from the higher rate of post vacancy than budgeted and from variances between standard costs and actual costs experienced.

Table **Summary of expenditures by main object of expenditure**

	(1) Approved appropriation	*(2) Expenditures*	*(3) Variances (1-2)*
Posts	28 831 700	25 702 600	3 129 100
General temporary assistance	471 000	157 400	313 600
Consultants	60 000	32 100	27 900
Overtime	180 000	169 000	11 000
Official travel	120 000	101 100	18 900
Training	500 000	385 700	114 300
Common services	1 835 600	1 604 500	231 100
Electronic data-processing equipment	414 000	400 600	13 400
Office furniture and equipment	13 500	7 700	5 800
Total	**32 425 800**	**28 560 700**	**3 865 100**

IV. Action to be taken by the General Assembly at its fifty-third session

21. The action to be taken by the General Assembly at its fifty-third session is a decision to apply the unencumbered balance of $3,865,800 for the period from 1 July 1997 to 30 June 1998 to support account requirements for the period from 1 July 1999 to 30 June 2000.

Notes

[1] The United Nations Disengagement Observer Force (UNDOF), the United Nations Interim Force in Lebanon (UNIFIL), the United Nations Observer Mission in Angola (MONUA), the United Nations Observer Mission in Liberia (UNOMIL), the United Nations Iraq-Kuwait Observation Mission (UNIKOM), the United Nations Mission for the Referendum in Western Sahara (MINURSO), the United Nations Peacekeeping Force in Cyprus (UNFICYP), the United Nations Observer Mission in Georgia (UNOMIG), the United Nations Support Mission in Haiti/United Nations Transition Mission in Haiti/United Nations Civilian Police Mission in Haiti (UNSMIH/UNTMIH/MIPONUH), the United Nations Mission of Observers in Tajikistan (UNMOT), the United Nations Mission in Bosnia and Herzegovina (UNMIBH), the Police Support Group, the United Nations Transitional Administration for Eastern Slavonia, Baranja and Western Sirmium/United Nations Mission of Observers in Prevlaka (UNTAES/UNMOP) and the United Nations Preventive Deployment Force (UNPREDEP).

Annex I

Performance report for the period from 1 July 1997 to 30 June 1998 by department/office

(United States dollars)

	(1) Approved appropriation	(2) Expenditures	(3) Variances (1-2)
1. Executive Office of the Secretary-General			
Posts	338 400	275 800	62 600
Overtime	-	7 000	(7 000)
Total, line 1	**338 400**	**282 800**	**55 600**
2. Office of Internal Oversight Services			
Posts	1 179 000	978 200	200 800
Total, line 2	**1 179 000**	**978 200**	**200 800**
3. Office of Legal Affairs			
Posts	347 500	223 800	123 700
Total, line 3	**347 500**	**223 800**	**123 700**
4. Department of Peacekeeping Operations			
Posts	17 862 900	16 060 200	1 802 700
General temporary assistance	318 500	100 100	218 400
Consultants	60 000	32 100	27 900
Overtime	120 000	105 600	14 400
Official travel	80 000	79 800	200
Training	500 000	385 700	114 300
Data processing equipment	414 000	400 600	13 400
Office furniture and equipment	13 500	7 700	5 800
Total, line 4	**19 368 900**	**17 171 800**	**2 197 100**
5. Department of Management			
(a) Financial Management Office			
Posts	490 200	439 800	50 400
Subtotal	**490 200**	**439 800**	**50 400**
(b) Executive Office			
General temporary assistance	153 200	57 300	95 900
Overtime	60 000	56 400	3 600
Common services	1 835 600	1 604 500	231 100
Subtotal	**2 048 800**	**1 718 200**	**330 600**
(c) Secretariat of the Advisory Committee on Administrative and Budgetary Questions			
Posts	303 900	281 700	22 200
Subtotal	**303 900**	**281 700**	**22 200**
(d) Peacekeeping Financing Division			
Posts	2 941 700	2 576 500	365 200
Official travel	40 000	21 300	18 700
Subtotal	**2 981 700**	**2 597 800**	**383 900**
(e) Accounts Division			
Posts	1 471 500	1 588 800	(117 300)
Subtotal	**1 471 500**	**1 588 800**	**(117 300)**

	(1) Approved appropriation	(2) Expenditures	(3) Variances (1-2)
(f) Office of Human Resources Management			
Posts	1 017 400	895 800	121 600
Subtotal	**1 017 400**	**895 800**	**121 600**
(g) Office of Central Support Services			
Posts	2 879 200	2 382 000	497 200
Subtotal	**2 879 200**	**2 382 000**	**497 200**
Total, line 5	**11 192 700**	**9 904 100**	**1 288 600**
Total, lines 1-5	**32 426 500**	**28 560 700**	**3 865 800**

Annex II

Financial performance report for the period from 1 July 1997 to 30 June 1998: supplementary information on non-post expenditures

(United States dollars)

1. Executive Office of the Secretary-General

Overtime ..... ($7,000)

The unbudgeted expenditure in overtime was required to meet unforseen periods of peak workload in the Executive Office.

2. Department of Peacekeeping Operations

(a) General temporary assistance $218,400

The underutilization of funds was essentially the result of delays in the recruitment of temporary staff to assist with the death and disability backlog project.

(b) Consultants $27,900

The unutilized balance of $27,900 resulted from the fact that consultant services to assist with the conduction of studies on the design and implementation of modifications and enhancements in the Department's databases, as well as advising on improving the reliability of cost factors used in preparing financial implications and cost estimates, were delayed pending selection and appointment of the Chief, Financial Management Support Services.

(c) Overtime $14,400

A provision of $120,000 was made for overtime for period ending 30 June 1998. Savings of $14,400 were derived through close control and monitoring of the use of overtime in the Department.

(d) Training $114,300

All budgeted training programmes were carried out, as follows: two peacekeeping assistance seminars ($105,600), two "train the trainers" seminars ($91,400), maintenance of the United Nations training assistance teams ($35,800), one logistics training course ($68,500) and printing and translation of peacekeeping training publications ($74,200). However, actual expenditures for training seminars, courses and related materials ($385,700) were lower than estimated, resulting in an unutilized balance of $114,300.

(e) Electronic data-processing equipment $44,100

The unutilized balance was largely the result of savings from better prices obtained through system contracts.

(f) Office furniture and equipment $5,800

Actual requirements were less than budgeted resulting in the unencumbered balance reported under this heading.

3. Department of Management

Financial Management Office

Executive Office

(a) General temporary assistance $95,900

Provision of $153,200 for general temporary assistance had been made to cover periods of peak workload and for temporary replacement of staff on maternity or sick leave. However, actual requirements during the period were lower than budgeted, resulting in an unutilized balance of $95,900.

(b) Overtime $3,600

Tighter control on the use of overtime resources led to savings for the Department under this heading.

(c) Common services $231,100

During the period, provision was made in the amount of $1,835,600 for common services, covering rental of premises, maintenance and rental of office equipment, office supplies and communication charges on the basis of standard costs for all support account posts and was centrally allocated to the Executive Office of the Department of Management. The actual expenditures recorded for this purpose totalled $1,604,500 as communications, maintenance of office equipment and office supplies costs for the period were lower than estimated, resulting in the unutilized balance of $231,100.

Office of Programme Planning, Budget and Accounts

Peacekeeping Financing Division

Official travel $18,700

Provision of $40,000 had been made to enable divisional budget officers to visit missions for which they are responsible so that they would have first hand experience and understanding of operating conditions and actual requirements. However, owing to exigencies of work, fewer trips than planned were undertaken, resulting in the unutilized balance reported.

Annex III

Performance report for the period from 1 July 1997 to 30 June 1998: authorized posts and vacancy situation

Executive Office of the Secretary-General

		Vacancies											
		1997						1998					
	Authorized level	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Professional category and above													
USG	—	—	—	—	—	—	—	—	—	—	—	—	—
D-2	1	—	—	—	—	—	—	—	—	—	—	—	—
D-1	—	—	—	—	—	—	—	—	—	—	—	—	—
P-5	1	—	—	—	—	—	—	—	—	—	—	—	—
P-4	—	—	—	—	—	—	—	—	—	—	—	—	—
P-3	—	—	—	—	—	—	—	—	—	—	—	—	—
P-2/P-1	—	—	—	—	—	—	—	—	—	—	—	—	—
Subtotal	**2**	—	—	—	—	—	—	—	—	—	—	—	—
General Service													
Principal level	—	—	—	—	—	—	—	—	—	—	—	—	—
Other level	1	—	—	—	—	—	—	—	—	—	—	—	—
Subtotal	**1**	—	—	—	—	—	—	—	—	—	—	—	—
Total	**3**	—	—	—	—	—	—	—	—	—	—	—	—

Office of Internal Oversight Services

		Vacancies											
		1997						1998					
	Authorized level	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Professional category and above													
D-2	—	—	—	—	—	—	—	—	—	—	—	—	—
D-1	—	—	—	—	—	—	—	—	—	—	—	—	—
P-5	1	—	—	—	—	1	1	—	—	—	—	—	—
P-4	6	1	1	1	1	1	1	1	1	1	2	2	1
P-3	3	—	—	—	—	—	1	1	1	—	—	—	—
P-2/P-1	—	—	—	—	—	—	—	—	—	—	—	—	—
Subtotal	**10**	**1**	**1**	**1**	**1**	**2**	**3**	**2**	**2**	**1**	**2**	**2**	**1**
General Service													
Principal level	—	—	—	—	—	—	—	—	—	—	—	—	—
Other level	1	—	—	—	—	—	—	1	—	—	—	—	—
Subtotal	**1**	—	—	—	—	—	—	1	—	—	—	—	—
Total	**11**	**1**	**1**	**1**	**1**	**2**	**3**	**3**	**2**	**1**	**2**	**2**	**1**

Office of Legal Affairs

		Vacancies											
		1997						1998					
	Authorized level	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Professional category and above													
D-2	—	—	—	—	—	—	—	—	—	—	—	—	—
D-1	—	—	—	—	—	—	—	—	—	—	—	—	—
P-5	1	—	—	—	—	—	—	—	—	—	—	—	—
P-4	1	—	—	—	—	—	—	—	—	—	—	—	—
P-3	1	1	1	1	1	1	1	—	—	—	—	—	—
P-2/P-1	—	—	—	—	—	—	—	—	—	—	—	—	—
Subtotal	**3**	**1**	**1**	**1**	**1**	**1**	**1**	—	—	—	—	—	—
General Service													
Principal level	—	—	—	—	—	—	—	—	—	—	—	—	—
Other level	—	—	—	—	—	—	—	—	—	—	—	—	—
Subtotal	—	—	—	—	—	—	—	—	—	—	—	—	—
Total	**3**	**1**	**1**	**1**	**1**	**1**	**1**	—	—	—	—	—	—

Department of Peacekeeping Operations

		Vacancies											
		1997						1998					
	Authorized level	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Professional category and above													
D-2	—	—	—	—	—	—	—	—	—	—	—	—	—
D-1	7	1	1	1	—	—	—	1	1	—	—	—	—
P-5	17	2	2	2	1	—	1	1	1	2	2	2	2
P-4	40	9	5	2	5	5	5	5	5	5	6	4	6
P-3	27	4	4	4	5	5	5	5	5	3	3	3	5
P-2/P-1	3	—	—	—	—	1	1	1	1	1	1	1	1
Subtotal	**94**	**16**	**12**	**9**	**11**	**11**	**12**	**13**	**13**	**11**	**12**	**10**	**14**
General Service													
Principal level	7	—	—	—	1	1	—	—	—	—	—	—	—
Other level	123	9	7	8	10	9	7	6	7	11	6	6	9
Subtotal	**130**	**9**	**7**	**8**	**11**	**10**	**7**	**6**	**7**	**11**	**6**	**6**	**9**
Total	**224**	**25**	**19**	**17**	**22**	**21**	**19**	**19**	**20**	**22**	**18**	**16**	**23**

Department of Management

Financial Management Office

		Vacancies											
		1997						1998					
	Authorized level	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Professional category and above													
D-2	—	—	—	—	—	—	—	—	—	—	—	—	—
D-1	—	—	—	—	—	—	—	—	—	—	—	—	—
P-5	—	—	—	—	—	—	—	—	—	—	—	—	—
P-4	2	—	—	—	—	—	—	—	—	—	—	—	—
P-3	1	—	—	—	—	—	—	—	—	—	—	—	—
P-2/P-1	—	—	—	—	—	—	—	—	—	—	—	—	—
Subtotal	3	—	—	—	—	—	—	—	—	—	—	—	—
General Service													
Principal level	—	—	—	—	—	—	—	—	—	—	—	—	—
Other level	3	—	—	—	—	—	—	—	—	—	—	—	—
Subtotal	3	—	—	—	—	—	—	—	—	—	—	—	—
Total	6	—	—	—	—	—	—	—	—	—	—	—	—

Secretariat of the Advisory Committee on Administrative and Budgetary Questions

		Vacancies											
		1997						1998					
	Authorized level	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Professional category and above													
D-2	—	—	—	—	—	—	—	—	—	—	—	—	—
D-1	—	—	—	—	—	—	—	—	—	—	—	—	—
P-5	1	—	—	—	—	—	—	—	—	—	—	—	—
P-4	1	1	1	1	1	1	1	—	—	—	—	—	—
P-3	—	—	—	—	—	—	—	—	—	—	—	—	—
P-2/P-1	—	—	—	—	—	—	—	—	—	—	—	—	—
Subtotal	2	1	1	1	1	1	1	—	—	—	—	—	—
General Service													
Principal level	—	—	—	—	—	—	—	—	—	—	—	—	—
Other level	1	—	—	—	—	—	—	—	—	—	—	—	—
Subtotal	1	—	—	—	—	—	—	—	—	—	—	—	—
Total	3	1	1	1	1	1	1	—	—	—	—	—	—

Office of Programme Planning, Budget and Accounts
Peacekeeping Financing Division

		Vacancies											
		1997						1998					
	Authorized level	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Professional category and above													
D-2	1	—	—	—	—	—	—	—	—	—	—	—	—
D-1	1	—	—	—	—	—	—	—	—	—	—	1	1
P-5	3	—	—	—	—	—	—	—	—	—	—	—	—
P-4	9	—	—	—	1	1	1	1	1	1	1	1	1
P-3	5	1	1	1	1	1	1	1	1	1	1	1	1
P-2/P-1	—	—	—	—	—	—	—	—	—	—	—	—	—
Subtotal	**19**	**1**	**1**	**1**	**2**	**2**	**2**	**2**	**2**	**2**	**2**	**3**	**3**
General Service													
Principal level	1	—	—	—	—	—	—	—	—	—	—	—	—
Other level	12	—	—	—	—	—	—	—	—	—	—	—	—
Subtotal	**13**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**
Total	**32**	**1**	**1**	**1**	**2**	**2**	**2**	**2**	**2**	**2**	**2**	**3**	**3**

Accounts Division

		Vacancies											
		1997						1998					
	Authorized level	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Professional category and above													
D-2	—	—	—	—	—	—	—	—	—	—	—	—	—
D-1	—	—	—	—	—	—	—	—	—	—	—	—	—
P-5	1	—	—	—	—	—	—	—	—	—	—	—	—
P-4	3	1	1	1	—	—	—	—	—	—	1	—	—
P-3	5	1	1	1	—	—	—	—	—	—	—	—	—
P-2/P-1	1	1	1	—	—	—	—	—	—	—	—	—	—
Subtotal	**10**	**3**	**3**	**2**	**—**	**—**	**—**	**—**	**—**	**—**	**1**	**—**	**—**
General Service													
Principal level	—	—	—	—	—	—	—	—	—	—	—	—	—
Other level	8	—	—	—	—	—	—	—	—	1	1	1	—
Subtotal	**8**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**1**	**1**	**1**	**—**
Total	**18**	**3**	**3**	**2**	**—**	**—**	**—**	**—**	**—**	**1**	**2**	**1**	**—**

Office of Human Resources Management

		Vacancies											
		1997						1998					
	Authorized level	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Professional category and above													
D-2	—	—	—	—	—	—	—	—	—	—	—	—	—
D-1	—	—	—	—	—	—	—	—	—	—	—	—	—
P-5	1	—	—	—	—	—	—	—	—	—	—	—	—
P-4	4	1	1	1	1	1	1	1	2	1	1	—	1
P-3	1	—	—	—	—	—	—	—	—	—	—	—	—
P-2/P-1	—	—	—	—	—	—	—	—	—	—	—	—	—
Subtotal	**6**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**	**1**	**1**	**—**	**1**
General Service													
Principal level	—	—	—	—	—	—	—	—	—	—	—	—	—
Other level	6	—	—	—	—	—	—	—	—	—	—	—	—
Subtotal	**6**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**
Total	**12**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**	**1**	**1**	**—**	**1**

Office of Central Support Services

		Vacancies											
		1997						1998					
	Authorized level	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Professional category and above													
D-2	—	—	—	—	—	—	—	—	—	—	—	—	—
D-1	—	—	—	—	—	—	—	—	—	—	—	—	—
P-5	1	—	—	—	—	—	—	—	—	—	—	—	—
P-4	9	1	1	1	1	1	1	2	2	2	2	1	—
P-3	9	2	2	2	2	1	1	1	1	1	1	2	2
P-2/P-1	1	—	1	1	1	1	1	1	1	1	—	—	—
Subtotal	**20**	**3**	**4**	**4**	**4**	**3**	**3**	**4**	**4**	**4**	**3**	**3**	**2**
General Service													
Principal level	—	—	—	—	—	—	—	—	—	—	—	—	—
Other level	14	1	1	—	—	—	—	1	1	—	—	1	1
Subtotal	**14**	**1**	**1**	**—**	**—**	**—**	**—**	**1**	**1**	**—**	**—**	**1**	**1**
Total	**34**	**4**	**5**	**4**	**4**	**3**	**3**	**5**	**5**	**4**	**3**	**4**	**3**